



Hospice Care

Gender Pay Gap Reporting Statement 2018/2019

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires St Giles Hospice, along with other organisations over 250 staff, to publish our gender pay gap annually.

The gender pay gap is defined as the difference in the average earning of men and women over a defined time period, regardless of role or seniority.

We are publishing data on the mean and median salary pay gap and the proportion of male and female staff in each pay quartile. As we do not pay any of our staff bonuses the requirement on reporting relating to pay gaps and bonus payments is not relevant to St Giles Hospice.

The 'snap shot' data used for these calculations was taken on 5 April 2018.

At that time we had a total of 337 staff, 307 female and 30 male.

Gender Pay Gap Statistics for St Giles Hospice	
Mean gender pay gap	8.4%
Median gender pay gap	8.4%

Gender Split by Pay Quartiles

Quartile Pay Bands	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	4%	10%	12%	11%
Female	96%	90%	88%	89%

Summary

The West Midlands reported a gender earnings gap of 20% in 2018. The hospice has a pay gap significantly less than this.

Our workforce is comprised of 91% female and 9% male employees, which has remained the same despite a decrease in overall staff numbers from the previous year. The gender split in the upper pay quartile has remained the same. Compared to the previous year we have seen a 6% decrease in men within the lower pay quartile and a slight increase in the lower and upper middle quartiles. The decrease in the lower quartile was a result of our outsourcing our catering service. As the organisation employs a much smaller number of males, even a small turnover of staff where males are employed within a different pay band impacts the gender split by pay quartiles.

Overall our gender pay gap has reduced by 1.6% overall to 8.4%

Sarah Riches Deputy CEO